

The Human Touch

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And More!

Director's Message

I am pleased to announce that the Department is starting its own "Leadership Academy" for DHS employees. We have great "home grown" talent right here in our midst, and we believe the future leaders of the Department may be found among our current dedicated and talented employees. As we plan for succession in leadership of our divisions and offices, it is important that we encourage our experienced employees to develop their skills.

You will be seeing a brochure that explains what our Leadership Academy includes, but here is a summary: We will hold several 2 hour sessions, every other month, beginning in July. These sessions will involve experts from DHS that can present on issues that every leader needs to know such as legislative process, budgeting, media, community outreach, just to name a few. It will be a great chance to learn from the best!

Space will be limited and we will invite employees who have worked full time in DHS for 4 years or more. Many of you have taken Certified Professional Manager training or other management training classes in the past. These will be different in the sense that they are specifically tailored to what you need to know about Human Services management.



Lisa-Michele Church
Executive Director

Please look over the brochure and see if this is something that interests you.

Lots of other exciting things are happening this month at DHS. We had a wonderful meeting in Cedar City with our child protection staff and the community - lots of support there! Weber Human Services hosted a Meth and Families All-Day Workshop - over 150 people attended and, on the 21st, the Governor is joining us for the EndMethNow Pledge event at the House of Hope in Salt Lake - culminating a solid year of effort in combating the meth epidemic.

Enjoy the great weather!

**You will be
seeing a brochure that
explains what
our Leadership
Academy
includes...**

2008	
July 10	Overview
September 4	Media Training
November 6	Presentations, Visual Display
2009	
January 8	Legislature
March 3	Budget, Contracting
May 7	Cultural Competence, Workforce Diversity
July 10	Employee Management, Conflict Resolution
September 3	Project Management/ Organizational Change
November 5	Interagency Partnership/ Community Outreach

**Leadership
Academy**

*"Leadership is communicating
to people their worth and
potential so clearly that they
come to see it in themselves."*

Stephen Covey



"Innovative" Clubhouse for Adults with Mental Illness

Submitted by Alliance House

Despite celebrating its 60th anniversary in 2008, the Clubhouse model remains an "innovative" program for the psychological rehabilitation of mentally ill adults. The movement evolved from Fountain House, a New York City organization that responded to the deinstitutionalization of the late 1940's by securing the basic needs – nutrition, work, and housing – that were so difficult for its members to attain individually. By 1994 the model proved so successful that worldwide imitators required the formation of an umbrella organization, the International Center for Clubhouse Development (ICCD). Today there are over 400 Clubhouses in almost 30 countries.

Four of the salient characteristics of a Clubhouse include:

Non-clinical. The individuals served are referred to as members rather than clients or consumers.

Member driven. Members, working side-by-side with professional staff, perform all the work that keeps the Clubhouse operating. They participate in all phases of the program.



Voluntary. Members decide how often and how long they will attend, as well as what tasks they will perform for the Clubhouse.

Work is a very effective tool for the recovery of the mentally ill. Besides involving members in the work of the Clubhouse, each Clubhouse offers a multi-level employment program to support the reintegration of members into the workforce.

There are currently seven Clubhouses operating under ICCD guidelines in Utah, including Alliance House in Salt Lake City, which operates one of the five approved training facilities in the United States. For more information, visit the ICCD website (www.iccd.org) or contact Alliance House at (801)486-5012.





Children's Mental Health

By Ming Wang, Division of Substance Abuse and Mental Health

Have you heard people using the terms psycho, schizo, loony or crazy when talking about mental illness? What about the word "madhouse" to describe a psychiatric hospital? Stigma is a significant barrier for people with mental health issues to seek and access services. Stigma for children with mental health issues and their families presents additional obstacles. Parents feel blamed and shamed that dysfunctional inadequate parenting brings on mental health issues. Worse yet, children with mental health problems often blame themselves for being "bad kids". This is exactly what B.B. believed about himself. His father died when he was six and his brother was in trouble with the law and at school. B.B. was angry with the world and didn't think he could ever be better. In 7th grade, a friend offered him prescription medication. He took it, thinking it was "just one more bad thing" he did.

The Division of Substance Abuse and Mental Health approaches children's mental health from a whole person approach, maximizing the child and family's strengths and resiliency. We believe child, youth, and family should work in a team with treatment professionals to design and implement a family driven and youth guided care plan. One way to ensure such treatment is through "Family Resource Facilitators". All Community Mental Health Centers in Utah now have a part-time Family Resource Facilitator. They work with children and youth with complex emotional needs and their families to incorporate both formal supports (mental health and substance abuse treatment, educational assistance, etc.) and informal supports (Boy/Girl Scouts, clergy, etc.) to help the child/youth and his/her family exit the mental health system to live full and productive lives.

B. B. received treatment at Southwest Behavioral Health Center and was assigned a Family Resource Facilitator who helped him to form a team made up of his mother, probation officer, therapist, and school counselor. The team helped him develop an education plan so he could complete 7th



Adam P

Happy Day



Kim M - Mom



Cassie S

Family Outing

grade and, with the Facilitator's encouragement, B.B. volunteered at the local Pow Wow and began to think about his heritage. B.B. is now relying less on the formal supports and is starting to build his own informal supports. He will be off probation in June and will pass the 8th grade with 3.25 GPA. Best of all, B.B. now believes he will have a successful future.

B.B.'s story is a great example of the importance of eliminating stigma and negative terms associated with children's mental health. We should strive to replace negative terms with positive terms such as Success, Future, Hope, Possibilities, and Dream, thus reducing stigma and enhancing opportunity.



The Power of Collaboration - A Success Story

By Lori Giovannoni, Division of Services for People with Disabilities

Mary Waite, Supervisor with DSPD, Northern Region, received an urgent phone call from a provider telling her, "We're in trouble." The physician's assistant they'd used to prescribe psychotropic drugs was no longer going to work with DSPD clients. This one provider alone had 8-9 individuals who were in need of medication and not a doctor in site who would take on DSPD clients. Losing the/this physician's assistant would impact several providers and many clients.

Mary contacted her staff member Vickie Cooley, who is the Mental Health Liaison for the Northern Region. Vickie immediately reached out to John Rogerson her counterpart at Weber County Human Services. Within a few days John had a protocol in place that allowed DSPD clients to contact Weber County Human Services, Intake.

Intake would schedule an appointment with a therapist who in turn was able



to get the DSPD client into a doctor for medications. John identified two therapists who would work with 5 new clients a week. Vickie said, "Because of John's response to our needs no clients were left without a doctor or medications. John has been wonderful to work with."

This is a great example of serving our clients (and our providers) through the power of collaboration.

On the web:

http://www.hs.utah.gov/local_liaison.html

Are You Fit.....Financially?

Healthy Utah's next health challenge, Financially Fit, begins June 2nd. This challenge will give you the opportunity to learn about personal finances and money management and, if you stick it



out the entire program, your name will be entered in a drawing for one of forty \$10 gift cards.

Participation is easy. You will receive an email each week with tips and tools about money management. If, at the end of the program, you report that you 1) saved money each day and 2) completed one personal finance goal each week, then you'll be entered in the drawing! It is a six week program, running from June 2 - July 11

Register online before May 30th by signing in to your myHealthyUtah account and clicking on Financially Fit! For more information and to sign in, go to <http://www.healthyutah.org/>

Media and Polygamy: Telling the Story

By Liz Sollis

St. George - Polygamy and the roles of the media and government were explored in a training session and Town Hall Meeting at Dixie Center on May 8th.

The training session, designed to identify obstacles and best practices for reporting about polygamous families, was presented in a panel format. Panelists included social service providers, law enforcement, media and members of various polygamous communities.

The "Polygamous Community Panel" consisted of women from various Fundamentalist Mormon groups, including Apostolic United Brethren (AUB – aka the Allred Group), Davis County Co-Op, Centennial Park and Independents. The panel was moderated by Anne Wilde of Principle Voices. Wilde provided attendees with a brief overview of Fundamentalist Mormons, stating there are an estimated 37,000 members, with only 8,000 belonging to FLDS. Following Wilde's overview, each panelist provided information about their polygamous affiliation and offered suggestions to media professionals. Heidi Foster, Davis County Co-Op, discussed previous interactions with media. "Once reporters got to know me they saw my perspective," said Foster. "And they would wait until 'evidence' was present prior to reporting. Fact check!"

The training session closed with discussions of best practices and action plans. Polygamous panelists requested the media balance negative stories with positive stories and refrain from filming children. They also emphasized the fact that they will not discuss intimacy in the bedroom or names and numbers of sister wives. Media advised polygamists to tell their stories or someone else will tell them for them.

Following the training session was the 4th Town Hall Meeting concerning polygamy. Utah Attorney General Mark Shurtleff, Arizona Attorney General Terry Goddard, Arizona State Representative David Lujan, Centennial Park resident Don Timpson and



Utah Safety Net Coordinator Paul Murphy were present to answer questions.

Approximately 500 people attended the Town Hall Meeting and many questions and concerns about additional raids were raised. Attorney General Shurtleff and Attorney General Goddard assured attendees they do not plan to conduct raids on polygamist communities in Utah and Arizona. "I don't care how many talking heads you see on cable television shows that tell us we need to cowboy-up and be like Texas," said Shurtleff. "We don't believe that's the answer." Decriminalization of polygamy and providing foster care for the FLDS children in Texas were topics that generated lively discussions.

Both events were sponsored by the Utah-Arizona Safety Net Committee, which brings government agencies, non-profit organizations and interested individuals together to "open up communication, break down barriers and coordinate efforts to give people associated with the practice of polygamy equal access to justice, safety and services."



Vicarious Vacations - Japan

By Sheila Wooten, Juvenile Justice Services

In 2004, my son, Arron, left for Afghanistan to do his tour. He was given an RR in Kabul where he met Nichole. Several months later, Ethan Lee was born. It is because of Ethan Lee that I have had the opportunity to travel to Omaha (NE), Buckeye (AZ) and foreign countries. In September 2006, Nichole was given orders to Japan and, by the end of September, Arron, Nichole, Ethan and JoJo – the dog, flew to Japan. It was a very sad day. Right soon after I started planning my trip.

My daughter, Jaime, and I flew to Japan on April 10th 2008. I had the most wonderful and enlightening experience of a lifetime. Getting off the plane and entering the airport was the beginning of my culture shock. We were definitely the minority; all of the signs and menus were in Japanese. People were moving so fast that it was quite intimidating. One of our first “new” experiences was with the toilets in the hotel room. Although the toilets look like those in the States, the seat is warm and water is sprayed for cleaning. Plus, the toilets have a flushing sound to divert from noises made in the stall. I was totally amazed!

The next morning we went to Tokyo Station to take the Shinkansen, better known as the bullet train. This train travels about 168 miles per hour. The trip took 3 hours to go from Tokyo to Hichenhoe, where we met the kids. We spent three days in Tokyo. Tokyo is a very big and crowded city. From The World Trade Center you can see that Tokyo goes on and on forever. The Temples and Shrines were some of the most beautiful places I have seen. At each shrine one could participate in prayer, incense lighting and a water cleansing.

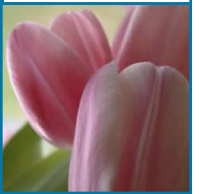
The Cherry Blossom trees are amazing! They are everywhere – on the side of the streets, in parks and on the mountain sides. They start blooming in the Southern part of Japan and then travel North as the temperatures warm up. Each year, in the middle of April, they have the Cherry Blossom Tree festival. Also amazing is Japan's largest Buddha. It sits right on the mountaintop and can be seen a few miles off in the distance.

It rained all three days we were in Tokyo. One of the places we really wanted to see, however did not travel to due to rain, was Mt. Fuji. This is a place one would definitely want to see if ever visiting Tokyo.

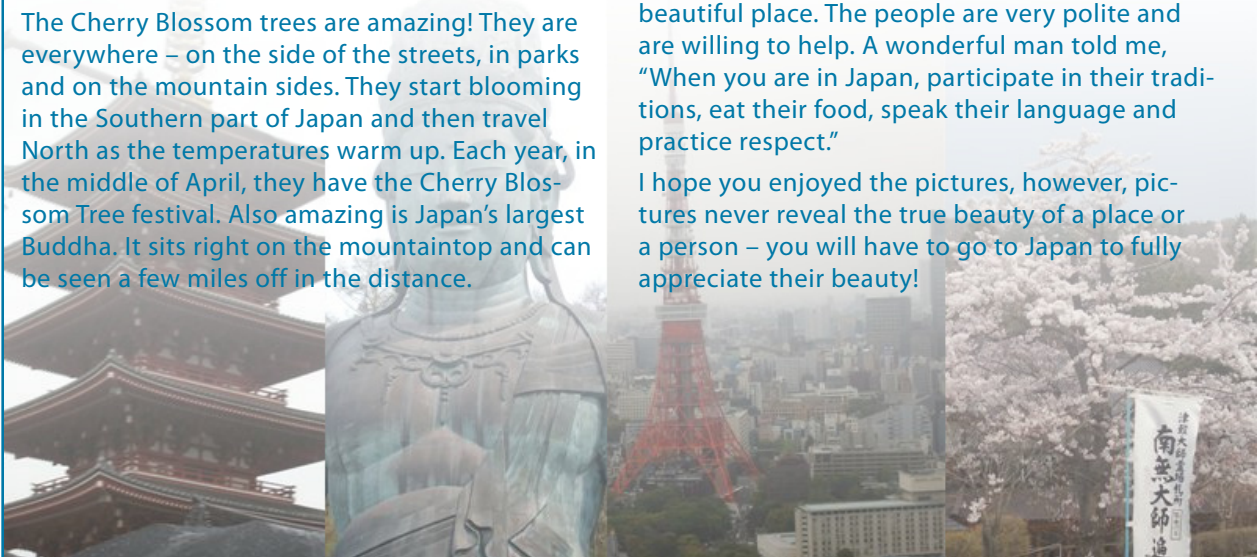
We took a day trip to check out some of Japan's caves. Ryusendo lies at the Mount Ureira's eastern foot in Iwaizumi, 93 miles south of Misawa Air Base. One of Japan's top three stalactite caves, it was deemed a special natural monument in 1938 by the Japanese government. Geologists and spelunkers still probe the cave's unexplored reaches, which have been estimated to extend more than 16,500 feet. Public access to 2,300 feet of the cave offers glimpses of beautiful clear-water pools and bizarre limestone formations. Caves echo to the sound of water as springs flowing from one of three emerald-green pools flow through twisting passages exiting at the cave's entrance. Ryusendo houses the deepest cave pool in Japan, measured at 396 feet. Although it is not open to the public, you can gaze into the emerald-green waters of another pool pegged at a depth of 323 feet. Ryusendo boasts some of the clearest waters in the world. A clarity test showed water transparency at 137 feet. Ryusendo is one of the biggest three limestone caves in Japan and is the government-designated natural treasure. The depth is over 2,500m and it's said that the entire cave is almost 5,000m. Spring water forms some lakes deep under the ground. The third lake is at the depth of 98m; the degree of transparent is 41.5m. The fourth lake (not yet open to the public) is at the depth of 120m; the deepest in Japan.

As one can see from the pictures, Japan is a beautiful place. The people are very polite and are willing to help. A wonderful man told me, “When you are in Japan, participate in their traditions, eat their food, speak their language and practice respect.”

I hope you enjoyed the pictures, however, pictures never reveal the true beauty of a place or a person – you will have to go to Japan to fully appreciate their beauty!



The Human Touch





Better Sleep Month

Quality sleep is essential to your every-day physical performance. Poor sleep can increase stress, make you drowsy and unable to concentrate and impair your memory and physical performance, including balance and coordination. We seem to be willing to try almost anything to cope with sleep-deprivation and stress: large amounts of caffeine, frequent naps, and stepping out for fresh air to keep us awake. However, these things aren't going to produce long term results. It's important to make an overall commitment to sleep. Here are some tips on how to improve your sleep:

1) Pay your sleep debt. Getting even 30 minutes less sleep than your body needs can lead to accumulated sleep debt, which has short- and long-term consequences for health, mood and performance, both on and off the job. It's important to schedule 8 hours of sleep each night and maintain a regular sleep and wake schedule, even on weekends.

2) Evaluate your mattress. While your mattress may not show physical signs of wear, it does lose comfort and support over the years. It's important to evaluate your mattress every five to seven years to make sure it still provides the best possible comfort and support. Research

shows that the age of a mattress directly impacts the quality of sleep.





3) Bedroom environment. Your bedroom should be an uncluttered environment that is relaxing, comfortable and conducive to sleep and relaxation. Keep work, computers and televisions out of the bedroom!

4) Kick the caffeine habit. Research shows that caffeine interferes with getting a restful night's sleep and waking refreshed in the morning. Avoid tea, coffee and soft drinks, especially close to bedtime.

5) Make the investment. You spend one-third of your life in bed so be sure to invest in the best quality and most comfortable mattress you can afford to ensure a good quality night's rest.

Sleep is a key part of a healthy lifestyle. Like eating right and exercising, sleeping well is essential to feeling your best during the day. It affects how you feel, your relationships, your productivity and your quality of life. May is Better Sleep Month, so take this opportunity to evaluate your sleep habits and make some healthy changes!

Visit <http://www.bettersleep.org/> for more information.

	ON BETTER SLEEP Better Sleep Guide Sleep and Health Sleep & Physical Performance Sleep & Work Productivity Sleep & Relationships FAQs Useful Links	MATRESSOLOGY Mattress Buying Guide The Bed in History Quizzes The Ideal Bedroom	PRESSROOM Press Releases Camera-ready Artwork Media Contact
 Let's Get Physical	 Expert Q&A	 Wake-up & Work-out	NATIONAL SLEEP FOUNDATION/ BETTER SLEEP COUNCIL SLEEP TIPS <ul style="list-style-type: none"> ◆ Maintain a regular bed and wake time schedule. ◆ Establish a regular, relaxing bedtime routine. ◆ Create a sleep-conducive

Looking Through a Different Glass

By Jane Joy, Teacher for Davis County Youth in Custody at Farmington Bay Youth Center

Farmington – Nike Corporation, in cooperation with Michael Jordan, awarded the Farmington Bay Youth Center \$15,000 to implement their "Through the Looking Glass" grant. The main purpose of the grant is to give troubled and at-risk youth a look at the world through a different glass and, while doing so, help other at-risk youth and their families. Grant funds were used to purchase woodworking tools, Apple computers, cameras, software and other items needed to help the youth gain video production, script writing and woodworking vocational skills.

Public Service Announcements (PSAs), written and produced by the youth, designed to deter other youth from entering the Juvenile Justice system, were a primary focus of the grant. The youth learned multiple film making skills, including editing, script writing and story board development. Since the grant began, over 20 productions have been completed, which include public service announcements as well as documentaries and interviews with professionals from various vocations.

Youth worked on the productions as a team and one team chose to focus on the impact parents have on youth's lives. Their goal was to produce a short film designed to get parents to think about how their parenting styles effect youth and their choices. The team coordinated with a local police department and featured an officer in the PSA. The PSA begins with a police officer escorting a youth through the intake process at detention and moves on to show the youth being escorted out of the intake area and into one of the locked rooms in the detention unit. The door is closed and the youth walks over to look out of the narrow windows in the room and drops his head into his hands. The words on the screen read, "What is your kid doing tonight?"

A female resident participating in the project said before this experience she had never really thought about what she wanted to do in life. After being exposed to the various aspects of working with computers, she decided to pursue a career in computer technology, "I now know what I want to do when I get out!"

"This is the first time in my whole life that I felt like I was needed and could help someone!" said a youth residing in secure care. This particular youth excelled in video editing and production and actually helped the teachers figure out many of the software and editing procedures. One youth, a gang member, was allowed to write

Farmington Bay Youth Center Quick Facts:

Three component facility:

18 bed secure sex offender unit

18 bed observation and assessment (O&A) unit

24 bed detention unit

Average length of stay:

14 months (sex offender unit)

45 days (O&A unit)

8 days (detention unit)

Males only in sex offender unit

Clients vary in age from 10-21

Operated by Cornerstone Programs

a rap and produce a video to compliment the rap; with the stipulation that the lyrics would teach a positive lesson. At the time of the task, he was studying Martin Luther King and decided to take some of Dr. King's words and mingle them with his own. The result was a very insightful and touching video. One line in the rap declared, "What he taught us to the end is all we have to do is make the colors blend." Prior to leaving the facility he spoke of how this activity influenced him and that he truly wanted out of his gang, to go to school and try to make a future for him.

In addition to producing videos, youth were encouraged to write monologues about their lives. Some of the monologues were funny, some tragic. All were entertaining and shared a message that anyone could learn from. The best monologues were shared with a local high school drama department. Students from the drama department have been coming to the facility to perform the monologues. This can be very emotional and tears often fill the eyes of the high school students and the youth in the facility.

The acting out of the monologues benefits the youth in the facility and the youth from the high school. A strange and wonderful thing happens when emotions are shared. The youth in the facility realize they are not alone and others really care about them, while the youth from the high school gain a greater understanding of some of our youth and the struggles they encounter. One of the high school students told his teacher he was unaware of the problems these kids had, that he would never be so judgmental in the future, and the experience made him very grateful for his own family. He stated.

The "Looking Glass" program has given the youth, teachers and staff a chance to view the world in a new way and see possibilities beyond what they thought were possible.



The Human Touch



From Dreamer to Designer

By Liz Sollis

Farmington – On May 7th, youth in Farmington Bay Youth Center had the privilege of celebrating their successes and sharing their talents with D'Wayne Edwards of Nike Corporation, McKeeba McCreary of Jordan Fundamentals, Superintendent Bryan Bowles, Commissioner Louenda Downs, Woods Cross High School Impact Team and several other community members and professionals.

The "Through the Looking Glass" celebration included comments and presentations by youth in custody, Superintendent Bryan Bowles, monologues by Woods Cross High School Impact Team, and a biographical presentation by D'Wayne Edwards.

As young as 11 years old, D'Wayne loved to draw and labeled himself a "dreamer". Growing up in Inglewood, California, D'Wayne witnessed a lot of gang and drug activity and instability. His pencil was his "only constant."

When D'Wayne was a sophomore in high school, one of his brothers died in an alcohol related automobile accident. This was his turning point. He was de-

termined to make his dream a reality. "I knew my 'gift' was art," D'Wayne told the youth, "I just didn't know where it was going to take me. This thing (pencil) I toyed with everyday was my ticket out of Inglewood."

By the time he was 19, D'Wayne's dream became a reality – he was a designer. Now 38 years old, D'Wayne has designed over 500 shoes for several professional athletes. "That dream of being a professional basketball or baseball player never happened," said D'Wayne, "But my shoes made it!"

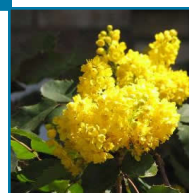
Several youth asked questions of D'Wayne and some shared their "gifts" with him. "This enabled us to improve ourselves, expand our horizons and improve our talents," said Zachary (youth) as he presented D'Wayne and McKeeba with wooden plaques and letter art (made on tools purchased with grant money).

"This (detention) isn't who you guys are. It all starts with you and your work is going to speak for you," D'Wayne told the youth. "It is impressive to see what you guys did with the project."



D'Wayne's words of advice:

Don't take your "gift" for granted
Whatever your "gift" is, do it because
you love it, not for the money
You have to have people
who believe in you
If you don't believe in yourself,
you can't expect anyone
else to either



OPEN ENROLLMENT

By Derek Applegate

Once again, open enrollment is upon us and in 2008 there are some significant changes to your health coverage. Changes include employee contribution rates, administration of the plan, pharmacy benefits and a new dental plan provider. Changes listed below will take effect July 1, 2008.

PHARMACY BENEFITS – ALL PLANS

1. Members filling a prescription will now be required to use generic drugs when available on all PEHP medical plans. If a brand name medication is dispensed, when a preferred generic equivalent can be substituted, you will pay the difference in cost between the generic and the brand name drug and the generic copay. If you have 100% coverage, the generic substitution benefit still applies.

2. Pharmacy benefits on Advantage Care and Summit Care will now be identical. Generic copay is \$4 at retail and \$8 through mail order. Brand name, preferred drug coinsurance is 20% (\$10 minimum, \$40 maximum at retail and \$20 minimum, \$60 maximum at mail-order) and brand name, non-preferred coinsurance is 35% (\$30 minimum, no maximum at retail and \$60 minimum, \$100 maximum at mail-order). Members can receive a 30-day supply at retail and a 90-day supply through mail-order.

PEHP PREFERRED CARE

1. During its recently completed session, the Utah State Legislature passed HB 4. The purpose of this bill is to equalize the State's portion of the premiums between all four medical plans. The result was an increase in the Preferred Care rate as well as an increase in the employee share of the premium. Neither the rate nor the employee share changed for the Advantage Care, Summit Care or the High Deductible Health Plan.

2. Benefits for the PEHP Preferred Care plan will not be changing, with the exception of the change to the generic pharmacy substitution listed in the PHARMACY BENEFITS section above.

PEHP SUMMIT CARE

1. The administration of the PEHP Summit Care plan will no longer be done by a third party. All Summit Care plan benefits, claims, customer service, limitations, pre-authorization guidelines and medical case management will be administered the same as Advantage Care.

2. Pharmacy benefits will now be administered by Medco Health. All inquiries regarding

formularies, customer service and pharmacy claims should be directed to Medco Health. Pharmacy benefits for Summit Care are listed in the PHARMACY BENEFITS section above.

3. Specialty medications will require the member to pay 20% of discounted cost up to a maximum of \$100. Specialty injectables and specialty oral drugs are medications that have specific shipping and handling requirements or are required by the manufacturer to be dispensed by a specific facility. PEHP requires that specialty medications be obtained from our specialty pharmacy for coverage. These may include medications that were previously administered by your physician, home health or your local pharmacy. Please refer to the PEHP website at www.pehp.org or PEHP's customer service for a complete list of these medications required to be dispensed from our specialty pharmacy for coverage. Prior authorization requirements may also apply. The specialty pharmacy program has been in place on the Preferred and Advantage Care since 2006.

4. Summit Care members will be eligible to use the PEHP Out-of-State Network Card. This card gives access to national networks which allows members to receive in-network benefits when traveling within the United States. A card with more details will be mailed to Summit Care members prior to July 1, 2008.

PEHP ADVANTAGE CARE

1. Benefits for the PEHP Advantage Care plan will not be changing, with the exception of the change to the pharmacy benefits listed in the PHARMACY BENEFITS section above.

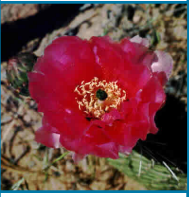
PEHP HIGH DEDUCTIBLE HEALTH PLAN

1. Benefits for the PEHP High Deductible Health (HDHP) plan will not be changing, with the exception of the change to the generic pharmacy substitution listed in the PHARMACY BENEFITS section above.

DENTAL BENEFITS

1. ValueCare Dental will replace Dental Select as the third option for dental benefits. Benefit information is available in the State of Utah Benefit Enrollment Book or by contacting ValueCare Dental at 800-523-9133.

2. There are no changes to the PEHP Traditional and Preferred Choice Dental Plans.



More Open Enrollment Information

For those who may be considering changing plans, here are some things to consider:

- Advantage Care and Summit Care members must use network providers and facilities to receive benefits
- Although beneficial to stay within the network, Preferred Care and HDHP members are allowed to go outside of network to receive covered benefits
- Advantage Care, Preferred Care and HDHP members currently have access to the PEHP Out-of-State Network Card. Summit Care members will have access beginning July 1, 2008
- When selecting a network, make a list of all providers used by your family. Check provider lists at pehp.org to ensure they are participating in the network you would like to select. If your providers are not all on the same network, you may want to consider enrolling in Preferred Care, the HDHP or change to a provider that is in the network of your choice
- Members who want the Preferred Network of providers but do not want to enroll in Preferred Care may want to consider the HDHP. There is a high deductible associated with this plan, however, it allows the member to use providers who are in-network as well as out of network, just like Preferred Care. Also, the State of Utah contributes to a Health Savings Account to offset the cost, and there is no payroll deduction to enroll in the plan.
- IRS regulations do not allow an individual to participate in a Health Savings Account at the same time as a Flexible Spending Account. Members who participate in a Flex plan may enroll in the HDHP but can not open a Health Savings Account until the Flex plan year is over.

DHS' First Public Employees

By Janina Chilton, Utah State Hospital

Provo - Some of Utah's first public employees began their careers in 1885 at the Utah Territorial Insane Asylum. Although they were hired to provide treatment to those with a mental illness, they soon began to provide services to those with developmental disabilities, substance and alcohol abuse issues, geriatric patients, children and youth. They were, in essence, the first employees of the Department of Human Services. As each new person was hired they were given a copy of the Employee Handbook. The handbook consisted of 34 pages and was very detailed on every aspect of Asylum life. If an employee did not comply with all of the rules, they would forfeit twenty days of salary or be discharged for cause. One of the more interesting rules was, "Loud talking or laughter, whistling, clapping of hands, and rough boisterous conduct about the wards, corridors, offices, or in any of the departments, is not allowed". Considering the expectations and difficult nature of their work, employees displayed a great deal of dedication and endurance. They were expected to work from 6:00 a.m. to 9:00 p.m., lived on campus, and were on-call at night. They



Dr. Milton Hardy, Superintendent (middle of the front row). Estimated year of picture: 1896

were, however, given half a day off each week with pay. In 1911, women's work hours were reduced to nine hours per day.

In 1885, attendants were paid \$17.50 to \$25.00 per month. By 1933, women were making \$47.50 to \$60 per month and men were making \$70 to \$80. Retirement benefits were not provided until 1947. It would take well into the 20th century before females were paid the same salary as males and everyone enjoyed a 40 hour work week. Some things, however, have not changed since those early days. The care and concern employees have for the clients to whom they provide services remains strong. The valuable contributions of those first employees, 123 years ago, continue today.

Training Tidbits

Proper training is essential to best serving our consumers. Below are just a few of the upcoming training opportunities supported by the department:

JJS Annual Statewide Conference

May 20-21, 2008

Red Lion Hotel

Salt Lake City, Utah

For more information or to register, contact Pat Worthen, pworthen@utah.gov.

24th Summer Institute in the Human Services

June 2-13, 2008

University of Utah, College of Social Work

Salt Lake City, Utah

For more information or to register, go to www.socwk.utah.edu/pace

Project Safe Neighborhoods: Anti-Gang Training Conference

June 3-5, 2008

Salt Lake City Marriott Downtown

Salt Lake City, Utah

For more information or to register, go to <http://www.iir.com/registration/psnagt.cfm>

24th Summer Institute in the Human Services – Motivational Interviewing

June 16-20, 2008

University of Utah, College of Social Work

Salt Lake City, Utah

For more information or to register, go to www.socwk.utah.edu/pace

57th Annual School on Alcoholism and Other Drug Dependencies

June 16-20, 2008

University of Utah, College of Social Work

Salt Lake City, Utah

For more information or to register, go to www.uuhsc.utah.edu/uas, or contact Sue Langston, 801-538-4343, slangston@utah.gov

17th Annual Domestic Violence Council Conference

September 16-19, 2008

Salt Palace Convention Center

Salt Lake City, Utah

For more information or to register, go to <http://www.udvc.org>



The purpose of learning is growth, and our minds, unlike our bodies, can continue growing as we continue to live.
Mortimer Adler

American Indian Wellness Conference "Sunrise to Sunset: Health Across the Lifespan"

September 30, 2008

Davis Convention Center

Layton, Utah

For more information or to register, contact Ais Murray, 801-538-3912, amurray@utah.gov

Utah State Developmental Center Fall Conference

October 1, 2008

Utah State Developmental Center

American Fork, Utah

For additional information contact Dan Chase, 801-763-4261, dchase@utah.gov. slangston@utah.gov

HELP WANTED

Are you aware of a training or conference that we don't have listed in the Human Touch or online?

If so, please notify Elizabeth Sollis, esollis@utah.gov, 801-538-4275.

You may also submit events online on the department training calendars, www.hstraining.utah.gov.